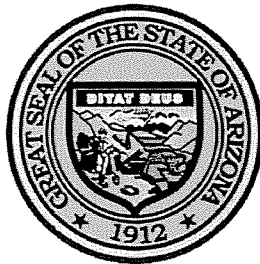


JANET NAPOLITANO  
GOVERNOR



MANUEL V. CISNEROS  
DIRECTOR

## GOVERNOR'S OFFICE OF EQUAL OPPORTUNITY

State Capitol Executive Tower  
1700 W. Washington, Suite 156  
Phoenix, Arizona 85007  
Phone: 602-542-3711 FAX: 602-542-3712

### Tribal Government Consultation Policy

#### Purpose

This policy establishes the basic principles governing the Governors Office of Equal Opportunity (GOEO) relations with Tribal governments in the State of Arizona.

#### Introduction

The State of Arizona is fully dedicated to the philosophy and practice of equal economic and employment opportunities for all citizens, prohibiting discrimination based on race, color, sex, religion, national origin, age, disability, veteran status or political affiliation, except when any of these factors is an existing bona fide occupational qualification.

The State of Arizona intends to remove all existing artificial barriers that have hindered qualified applicants and employees from full consideration for positions because of race, color sex, religion, national origin, age, disability or veteran status.

The policy to provide equal employment opportunity includes, but is not limited to:

- Hiring, placement, promotion, transfer or demotion
- Recruitment, advertising, and all solicitation for employment
- Treatment during employment
- Rates of pay or other forms of compensation
- Selection for education and training
- Layoff, termination or reinstatement
- State service examination process

The State of Arizona seeks to enrich and facilitate programs designed to enhance the growth and development of minority and women-owned business enterprise.

The State of Arizona seeks to improve and enrich the quality of life for all citizens in the state.

#### Policy

GOEO recognizes the sovereignty of Tribal governments and their jurisdiction over lands within Indian Country as defined by federal law.

GOEO supports the strengthening of Tribal capacity for community, economic and workforce development. GOEO's support to Tribes will be provided in the interest of the State and will not be used as the basis for assertion of State authority within Indian Country.

GOEO is committed to developing cooperative relationships with Tribes, and will respect the concerns of Tribes.

### **Responsibility**

The responsibility for the administration and enforcement of the GOEO Tribal Government Consultation Policy lies with the Director and Office of the Governor.

### **Procedure**

1. GOEO will not conduct any activities within Indian Country without first receiving an invitation from the appropriate Tribal official.
2. GOEO will conduct cultural awareness training for state agencies, when appropriate and as resources allow, to better understand the beliefs, values, and communication styles that must be addressed to effectively provide products and services to Tribal members.
3. GOEO will open its training programs to Tribal officials and Tribal staff whenever possible.
4. GOEO will be responsible for exploring and offering alternative resolutions for grievances and allegations based on discrimination regarding race, sex, national origin, religion, age, disability or veteran status.
5. GOEO will work in conjunction with the Department of Commerce to develop and initiate programs designed to enhance and promote economic growth and enrichment in low income and minority communities, as well as minority and women-owned business enterprises by providing workshops, seminars and conferences to supply technical assistance, training and education.
6. GOEO will work cooperatively with Tribal Governments and Organizations to identify representatives to serve on State of Arizona Boards and Commissions.
7. GOEO will conduct programs, which are designed to develop and implement equal employment opportunities, diversity planning and cultural competency policies, and disadvantaged economic development policies and programs.
8. GOEO will educate the public about job openings and state contracting opportunities available within the State, in addition gain minority participation for the Governor's Equity in State Contracting Initiative by informing and educating Native American Tribes in the State of Arizona.
9. GOEO will establish and cultivate working relationships with key persons in Tribal Governments.
10. GOEO will develop and maintain existing mechanisms to announce and distribute various State agency employment postings, vacancies to state boards & commissions, and opportunities for minority and women owned businesses to tribal community outlets.

11. GOEO will maintain a contact database comprised of representatives in tribal, federal, state, county, city and minority non-profit organizations for the purpose of recruitment of members from under-utilized populations.

**APPROVED BY:**

Governors Office of Equal Opportunity

A handwritten signature in dark ink, reading "Manuel V. Cisneros", is written over a horizontal line.

Mr. Manuel V. Cisneros, Director

Issued: April 11, 2006

Signed: May 15, 2006

**JANET NAPOLITANO**  
GOVERNOR



**MANUEL V. CISNEROS**  
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### **TRIBAL LIAISON ANNUAL REPORT (January 1, 2007 – December 10, 2007)**

#### **Equal Opportunity Coordinator & Native American Outreach**

The Governor's Office of Equal Opportunity's Equal Opportunity Coordinator job description includes, among other things, the scheduling of meetings and on-site visits to Native American tribes, community organizations and state agencies to serve as a liaison to the governor through attendance and exhibits (where appropriate) at cultural activities and community events; to educate the public about job openings, state Boards and Commissions appointments and available state contracting opportunities; in addition, gain minority participation for the Governor's Equity in State Contracting Initiative by informing and educating Native American Tribes in Arizona.

#### **Strategic Issues of the Governor's Office of Equal Opportunity:**

- Reduce the State's Risk of loss due to exposure to lawsuits relating to discrimination, sexual harassment, and non-compliance with EEOC and ADA employment guidelines;
- Increase the ability of minorities to participate in state employment and on state Boards & Commissions;
- Provide accurate and timely EEO-4 reports to the Federal Government;
- Provide staffing to the Governor's Arizona Equity in State Contracting Initiative – Executive Order 2004-06;
- Provide coordination of alternative dispute resolution and mediation services to state agencies.

#### **Other resources available to AZ Tribes through the GOEO:**

- Works with Tribal Employment Rights Offices (TERO) and HR departments to provide technical assistance related to employment discrimination complaints;
- Distributes a general notice to the public, tribal community and tribal liaisons regarding jobs, scholarships, funding/grants, Tax credits, Financial Education, Small Business, community events, youth outreach initiatives, tribal summits, housing, etc., and;
- Works in cooperation with the Dept of Commerce to enhance and promote economic growth and enrichment in low income and minority communities.

Kristine Thomas served the Arizona Native American community from January 1, 2007 – December 10, 2007 as appropriate to Strategic Issue Numbers: 1, 2, 3, and 4 through the following individuals met with and events participated in:

1/16 Event: Indian Nations and Tribes Legislative Day  
1/16 Presentation: AZ Native Assets Coalition  
1/19 Event: AZ American Indian Chamber of Commerce Luncheon  
1/31 Meeting: Indian Nations and Tribes Legislative Day Debrief  
2/3 Event: Heard Museum World Hoop Dance Competition  
2/6 Meeting: SRPMIC Warrior Society  
2/7 Meeting: Nineteen Tribal Nations Workforce Investment Board - Parker, AZ  
2/15 Event: Chandler Minority Business Development Breakfast  
2/15 Event: AZ Governor's Tribal Summit on Education and Growth - Phoenix, AZ  
3/2 Event: 49th Annual Heard Museum Guild Indian Fair & Market Reception  
3/5 Conference Call: AZ Native Assets Coalition  
3/5 Meeting: Dept of Corrections Recruitment Officers  
3/15 Meeting: Phoenix Indian Center Spring Job Fair  
3/16 Workshop: AZ Native Assets Coalition Strategic Planning  
3/20 Presentation - 'Basic Introduction to American Indians: Life, History and Culture'  
3/21 Event: Anti Defamation League Film Screening "In the White Man's Image"  
3/22 Event: Anti Defamation League Film Screening "In Whose Honor?"  
3/23 Event: Piestewa Memorial- Gourd Dance honoring all soldiers and veterans  
3/26 Workshop: Hosted by City of Phoenix Tribal Outreach "Finding the Power to Bounce Back"  
4/3 AZ Indian Town Hall Planning Meeting  
4/5 AI Culture Sensitivity Training Development meeting  
4/9 Navajo Code Talker Museum meeting  
4/10 Diversity Leadership Alliance April Workshop  
4/10 Phoenix Indian Ctr. Job Fair Planning meeting  
4/11 GOEO Staff Meeting  
4/12 Blessing Ceremony - Navajo Nation Office of Broadcast Services (Window Rock, AZ)  
4/12 Building Dedication Ceremony - NN Office of Broadcast Services (Window Rock, AZ)  
4/12 Site Visit - Extreme Home Makeover (Pinon, AZ)  
4/13 Tribal Liaison trip to San Juan Southern Paiute (Hidden Springs, AZ)  
4/18 ANAC Conference Call  
4/20 American Indian Chamber Luncheon - Guest Speaker: Ken Poocha  
4/26 3rd Annual American Indian Disability Summit  
5/2 2007 Spring Job Fair in partnership with the Phoenix Indian Center  
5/3 ASU VISTA Advisory Council  
5/4 ANAC Conference Call  
5/10 Governor's Tribal Summit  
5/15 NCAI National Native American Economic Policy Summit  
5/16 ANAC Reception  
5/18 American Indian Chamber Luncheon - Guest Speaker, C. Vaughn  
5/21 San Juan Southern Paiute meeting

5/24 Dept. of Building, Fire and Life Safety Tribal Outreach  
 6/15 American Indian Chamber Luncheon  
 6/15 First American Leadership Awards Dinner  
 7/5 AZ Native Assets Coalition (Conference Call)  
 7/12 Nineteen Tribal Nations Workforce Investment Board Meeting - Flagstaff  
 7/16 AZ Indian Town Hall – University of Arizona (Tucson)  
 7/20 AZ Native Assets Coalition (Conference Call)  
 8/9 AZ Native Assets Coalition (Conference Call)  
 8/15 Governor’s Rural Development Conference – Tucson  
 8/21 AZ Native Assets Coalition (Conference Call)  
 8/28 AZ Dept of Building, Fire and Life Safety Workshop  
 8/30 Governor’s Tribal Liaison Retreat  
 8/31 AZ Native Assets Coalition (Conference Call)  
 9/6 AZ Native Assets Coalition (Conference Call)  
 9/7 City of Phoenix Tribal Outreach Talking Circle  
 9/11 Training: Recruitment and Retention Strategies (hosted by the GOEO)  
 9/12 AZ Native Assets Coalition (Conference Call)  
 9/18 AZ Native Assets Coalition (Conference Call)  
 9/20 Diversity Leadership Alliance Annual Conference  
 9/24 AZ Native Assets Coalition (Conference Call)  
 9/25 AZ Native Assets Coalition Workshop – Prescott  
 10/2 ASU Advisory Council for Native American Youth Outreach  
 10/2 Training hosted by GOEO: Introduction to American Life, History and Culture  
 10/6 Native American Recognition Days Farmers Market  
 10/9 Training hosted by GOEO "Serving Customers who are Deaf or Hard of Hearing"  
 10/10 ACIA Project Specialist Interview Panel  
 10/15 ACIA Project Specialist Interview Panel  
 10/16 Training hosted by GOEO: "Recruiting and Retaining a Diverse Workforce II"  
 10/17 GOCYF Cultural Competence Committee Meeting  
 10/18 ANAC Conference Call  
 10/19 ACIA Project Specialist Interview Panel  
 11/6 ANAC Conference Call  
 11/15 1<sup>st</sup> Annual Native American Heritage Day (event)  
 11/20 Training hosted by GOEO: "Recruiting and Retaining a Diverse Workforce III"  
 11/28 Training hosted by GOEO "Serving Customers who are Blind or have Vision Loss"  
 12/3 Urban American Indian Disability Summit Planning Mediation  
 12/3 Mediation: AZ Department of Revenue and State Employee  
 12/4 ANAC Leadership Workshop

Aggie Dellandre - AZ Dept. of Game and Fish  
 Anthony Conforti - Native American Television, Inc.  
 Berni Nevakuku - Hopi Credit Association  
 Bob Barger - AZ Dept. of Building, Fire and Life Safety  
 Bonnie Talakte - AZ Dept. of Education  
 Brian Davidson – AZ Dept of Environmental Quality  
 Carol Chicharello - AZ Health Care Cost Containment System

Charlita Shelton – University of Phoenix  
Clinton Maxwell – AZ Dept. of Commerce  
David Eagles – AZ Dept. of Corrections  
Diana Shaffer - AZ Dept. of Game and Fish  
Don Warne - American Indian Health Management and Policy  
Dora Espinosa – AZ Dept. of Corrections  
Elizabeth McNamee - St. Luke's Health Initiatives  
Eric Descheenie - AZ Dept. of Housing  
Fernando Castillo - MesaCan  
Fred Hubbard - AZ Indian Health Advisory Council  
Freddie Johnson - Phoenix Indian Center  
Gary Grounds - Office of Manufactured Housing  
Harvey Paymella - SRPMIC Dept of Education  
Ian Record - Native Nations Institute  
Jackie Mass - ADOA Staffing and Recruiting  
Jeanine Linsenmeyer - AZ Supreme Court  
Joann Rangel - ROC Human Resources  
John C. Lewis - Southwest Native Consultants, Inc.  
John Francis - Native American Television, Inc.  
John Rowlinson - AZ State Fire Marshall  
John Stahmer - Office of Administration for DFBL  
Karen Thorne - Phoenix Indian Center  
Kee Long - Navajo Nation  
Keith Little - President, Navajo Code Talkers Association  
Ken Poocha – AZ Commission of Indian Affairs  
Kenja Hassan – Arizona State University  
Lanelle Smith – Navajo Partnership for Housing  
Larita Stevens – Tetra Services  
Levada Coker - AZ Dept. of Gaming  
Levi Esquerre – NAU Center for American Indian Economic Development  
Lisa Deer - Salt River Pima Maricopa Community  
Loretta Lehan - Governor's Office on Highway Safety  
Lorie Wells - AZ Commission of Indian Affairs  
Manny Cisneros – Governor's Office of Equal Opportunity  
Marie Bahe - AZ Dept. of Juvenile Corrections  
Marisa Nuvayestewa – First Nations Development Institute  
Marnie Hodahkwen - Governor's Office  
Michael Allison - Dept. of Health Services  
Michael Smith - Navajo Code Talkers Association  
Michelle Stokes – City of Phoenix Parks and Recreation  
Mike Camarillo - Navajo Nation Office of the President  
Mike McMinn – Dept of Agriculture  
Morris Greenidge – AZ Dept of Economic Security  
Patricia Campbell - Governor's Office of Equal Opportunity  
Paula Stone - ASU Office of Public Affairs  
Rafael Tapia – AZ Dept of Commerce

Rep. Steve Farley – AZ State Legislature (District 28)  
Rick Flum – Phoenix Police Department  
Rick Griffin – Griffin Consultants  
Robert Martin - U of A American Indian Studies  
Ronnie Stricklin - Maricopa County Dept. of Transportation  
Rosita Slider – Governor’s Office of Equal Opportunity  
Sally Little - Dept. of Game and Fish  
Sandy Chismark - Governor's Office  
Sarah Lynn Vasquez - AZ Dept. of Juvenile Corrections  
Shannon Rivers - Gila River Business Enterprise  
Stephen Cornell - Native Nations Institute  
Teresa Parker – City of Phoenix Clear Path Program  
Tony Davis – Phoenix Police Department  
Traci Morris - AZ Commission of Indian Affairs  
Verna Johnson – Inter Tribal Council of Arizona  
Wayne Taylor - Merrill Lynch

**Project Results for this Reporting Period:**

The Equal Opportunity Coordinator accomplished the following from January 1, 2007 – December 10, 2007:

- The Governor’s Office of Equal Opportunity (GOEO) provided a culture sensitivity training on February 16<sup>th</sup>, “Cultural Competence: Providing Better Service to AZ Tribes”, for agency directors and human resources staff. This effort complimented concerns cited by AZ Tribal Leaders at the Governor’s Tribal Summit on February 15<sup>th</sup>;
- The Governor’s Office of Equal Opportunity (GOEO) met with the Department of Corrections recruiting officers to discuss alternative strategies to attract Native American applicants;
- The Governor’s Office of Equal Opportunity (GOEO) facilitated a meeting between ASU and NAU to discuss a possible partnership to offer native youth financial education seminars;
- The GOEO worked with the ACIA on planning for the AZ Indian Town Hall. “Strength in Native Youth: Health, Education and Community”;
- The GOEO worked with the ACIA to discuss a ‘Business Communications’ (a.k.a. Cultural Sensitivity) training that could be offered as a precursor to the Introduction to American Indians training class;
- The GOEO facilitated a meeting for the Navajo Code Talkers Association (NCTA) and Marnie Hodahkwen. The NCTA would like the Governors support to build a museum and has established a partnership with the Smithsonian Institute for the development of this project;
- The GOEO partnered and planned a job fair with the Phoenix Indian Center. 26 public and private employers participated in the event. We had approximately 300 applicants attend the May 2<sup>nd</sup> Job Fair;



- The GOEO visited the Extreme Home Makeover construction site in Pinon, AZ. EHM was constructing a Hogan for the Garrett Yazzie family utilizing energy efficient products;
- The GOEO and other tribal liaisons made a visit the San Juan Southern Paiute tribe. The tribe is in the preliminary stages of community development. They have a small patch of land called Hidden Springs, which will become their official location once basic infrastructure has been established. Our office will contribute to the implementation of a community assessment to identify the needs desired by the community;
- The GOEO made a presentation at the ASU School of Design on career opportunities outside a designated field of study;
- The GOEO has established a new partnership with Jobing.com. We have been invited to participate in their Diversity Professional Advisory Council and assigned a profile to create blogs on the jobing.com website. Blog entries would be focused on EEO, diversity and recruitment issues;
- The GOEO met with the Department of Game and Fish Human Resources and Personnel staff to discuss methods to recruit American Indian applicants;
- The GOEO continued their partnership with the ANAC. We have been meeting with the leadership committee to implement the strategic plan and increase membership. We are also taking the lead role in their Marketing and Outreach subcommittee;
- The GOEO has established a partnership with the City of Phoenix to offer disability sensitivity to both city and state employees. Plans were made to offer 4 training classes from October 2007 through March 2008. The first training offered will be 'Serving Customers who are Deaf or Hard of Hearing on October 9th;
- The GOEO has established a partnership with Mr. Rick Griffin, President, Griffin Consultants. Mr. Griffin has agreed to provide 4 training courses to state agency employees who focus on recruitment efforts. This seminar series is intended to help organizations to recruit, to hire, to train and motivate diverse individuals and groups. The successful organization is not only using diversity to build a stronger, more cohesive work force, but also to explore the multitude of ideas and viewpoints that diversity offers. Interactive activities help participants learn how to recruit a diverse workforce through the use of researched based recruitment strategies;
- The GOEO participated in a taped program hosted by the ASU Inspiring Voices program. ASU arranged for a native youth to interview Kristine Thomas on her background, educational experience and career experiences. An emphasis was made on how she was able to overcome barriers to achieve success in higher education. This clip will be distributed statewide to schools on reservations to encourage and inform native youth that higher education is available regardless of financial limitations;
- The GOEO worked with the Department of Building, Fire and Life Safety to offer the first agency tribal outreach meeting. There were five tribes in attendance and is the beginning of a series of future meetings on how to provide resources to the tribes throughout the state.

**Objectives and Activities to Accomplish:**

- Facilitate the efforts of key agencies, community based organizations, and corporations to reach out to and educate underrepresented groups with regard to laws that protect individuals from all forms of discrimination.
- To create ways in which the Governor's Office of Equal Opportunity can acquire all executive level agencies' covered and uncovered vacant positions so that those particular positions can be solicited to and employed with underrepresented groups.
- To develop a systematic plan in identifying and recruiting for state government employment through cooperative partnerships and/or collaborative efforts with the various local, state, and federal agencies, non-profit organizations, and tribal communities.
- Develop a systematic plan in recruitment for state Boards and Commissions appointments through cooperative partnerships.
- Continue to revise the Governor's Office of Equal Opportunity's web page to better assist the public and state agencies in carrying out all purposes of this office including the Governor's Equity in State Contracting Initiative (Executive Order 2004-06)
- Assist the GOEO Director in coordinating regular EEO training and related workshops, and assist in facilitating future EEO liaison meetings.
- Develop cooperative efforts between key agencies, commissions, businesses, and chambers to increase state contracting opportunities for Native American and other minority owned small businesses through the Governor's Equity in State Contracting Initiative.

Report prepared by: Kristine Thomas, EEO Coordinator

Date: December 10, 2007